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PART I

IMPORTANT GOVERNMENT ORDERS

DEVELOPMENT SECRETARIAT

Sanctions the introduction of Incentive Bonus Scheme in the Mysore Iron and Steel Works.

READ—

Correspondence ending with letter No. B. 685, dated the 28th February 1952, from the Secretary, Board of Management, Mysore Iron and Steel Works, regarding the introduction of an Incentive Bonus Scheme in the Mysore Iron and Steel Works.

ORDER No. I. 1046-48--IND. 34-52-6, DATED BANGALORE, THE 4TH JULY 1952.

The desirability of introducing an Incentive Bonus Scheme in Government Industrial Concerns on the lines of the scheme adopted by the British European Airways was referred for examination and report to the three Boards of Management for Industrial Concerns and the respective Directors.

Meanwhile, the Board of Management, Mysore Iron and Steel Works, had already constituted a Committee in the year 1946 to examine the question of introducing a Production Bonus Scheme in the Works. This Committee has examined the proposals in great detail duly taking into consideration the scheme obtaining in Messrs. Tata Iron and Steel Co., Ltd., and also that introduced by the British European Airways, referred to above. After a careful study of all the factors involved and the average production that can reasonably be expected in

the Production Departments, the Committee has prepared a scheme for payment of Production Bonus to employees of the Mysore Iron and Steel Works. A copy of the scheme is appended. The chief features of the scheme are as under :—

(1) The production bonus should act as an incentive to higher production, any increase in cost due to payment of production bonus being more than set off by the reduction in the unit cost under fixed charges.

(2) The production targets have generally been fixed considering the production for the last five years and the present trend of production.

(3) The entire works have been classified into production, semi-production and service departments.

(4) The production bonus varies from 12 per cent to 20 per cent of basic wages and salaries, including acting allowances in the case of production departments. The percentage of bonus proposed for semi-production and service departments is 75 per cent and 50 per cent, respectively, of the average percentage of production departments pooled together. The net savings to the Works, after payment of production bonus to these departments, vary from Rs. 5,618 to Rs. 42,559 per month.

(5) The bonus for a month is to be calculated on the average monthly production, based on the production for that month and preceding eleven months. But during the first year, it will be based on the average monthly production from the date of introduction of the scheme.

(6) The scheme will apply to all staff, from Superintendents downwards.

(7) The scheme may be tried for two years in the first instance.

(8) A scheme of good attendance bonus may be introduced providing for a bonus of 5 per cent of basic wages for the daily-rated staff, who are not absent on leave on loss of wages on any day during the month and in the case of monthly-rated staff, it may be restricted to I Division Clerks and below in Offices and Foremen and below in the Factory, the attendance bonus being paid at 5 per cent of their basic salary, if they are not absent for more than one day on leave with pay.

The scheme is proposed to be given effect to from 1st April 1952. It is proposed to notify that the targets have been designedly pitched on the low side to begin with to stimulate interest in the scheme. Necessary provision for the expenditure has been made in the budget of the Works for the current year (1952-53).

The Board of Management, Mysore Iron and Steel Works, have approved the scheme subject to the following modifications and have solicited sanction therefor :—

(1) The production bonus will be given on actual production.

(2) The targets fixed for Cement Plant will be notified as being low and fixed provisionally and subject to revision on adjustment of the plant to capacity.

The Mysore Iron and Steel Works Labour Association have also been repeatedly urging for sanction to the above scheme.

Government consider that the proposals of the Works are acceptable and are calculated to prove an incentive to good work.

The introduction of the scheme, as recommended by the Board, is accordingly sanctioned for a period of two years in the first instance from 1st July 1952, the position being subject to review at the end of the period.

R. J. REGO,
Secretary to Government,
Development Department.

ANNEXURE.

THE MYSORE IRON AND STEEL WORKS, BHADRAVATI.

Dated 28th January 1952.

Sub :—A Scheme for Production Bonus.

1. Need for creating some kind of incentives to the employees engaged in an industry, over and above their normal wage earnings, to enable them to put forth their best efforts to increase output, has been recognised in all well established industries. The incentive takes a variety of forms, all of which invariably result in increased money earnings of the employees. The basis for fixing the amounts naturally varies according to the type of industry, local conditions, etc. Latest practice for incentive awarding, followed in advanced countries like U.S.A., it is learnt, is through an elaborate system of time studies of operation of each unit in the Departments, conducted by a special Department called the Industrial Engineering Department. Using these statistical data, mainly based on the extent of utilisation of personnel and equipment, a scheme of payment of incentive bonus, expressed as a percentage of wages, is worked out. The scheme is too elaborate and complicated for being considered in our Works at present.

2. In Iron and Steel Industry, the incentive generally takes the form of what is generally known as Production Bonus. The practice followed in Tatas, the foremost Steel Producing Company in India, was therefore considered in detail.

3. The scheme of Production Bonus at Tatas' Works has varied from time to time and the salient features of the scheme now in force (revised in October 1947) are noted below:—

(i) All Production Departments to be on a uniform system of bonus.

(ii) The Bonus is calculated on the average production of finished steel in tons. By average production is meant the average of the production of 12 months, period consisting of the current month's production *plus* the production of the eleven preceding months.

(iii) Bonus is in the form of percentage of their wages (actual wages *plus* acting allowance).

(iv) Bonus to Maintenance and Service Personnel is 10 per cent less than what is earned by Production Personnel.

4. Detailed figures showing the tonnages of steel and corresponding percentage of bonus to production and Service Personnel are given in the enclosed pamphlet.

5. At the outset, it will be seen that the employees get bonus even for production far below what is shown as target figure. Each production Department Employee gets 50 per cent of his wage as Bonus (and Maintenance and Service Department employees get 40 per cent) for a monthly average production of 61,100 tons of finished steel—the target figure—while he earns 10 per cent of his wages (in this case Maintenance personnel get no bonus) for an average monthly production as low as 41,200 tons. (This tonnage works out to an annual output of 4,94,400 tons which is far below the lowest tonnage produced in any one year). On the other hand, each employee gets a bonus of 90 per cent of his wages for an average monthly production of 74,900 tons or 8,98,800 which is certainly a realisable output in their works.

6. Obviously it is not practicable to introduce a scheme in our Works, as simple and as liberal as in Tatas. Since we make a number of saleable products—steel being one of them —no scheme can be recommended based on output of finished steel only. On account of several natural handicaps confronting the Works, no incentive for getting best possible results, anywhere near Tatas' basis can be recommended Besides, the system of production bonus at Tatas' Works has been in existence long before the time scale of wages was introduced. A liberal scale of production bonus can be justified only when the wages and salaries are fixed for jobs with no annual increments.

7. After a careful study of all the factors involved and the average production that can be reasonably expected in the Production Departments, details have been worked out for each Production Department giving the minimum tonnage, which will entitle the employees in that Department to earn 12 per cent of their wages (basic) wage and acting allowance as bonus, and the increased percentages of bonus (increasing by 1 per cent upto 20 per cent) for each incremental increase in production. Details have been worked out for the Main Production Departments, *viz.*, Blast Furnace, Pipe Foundry, Open Hearth, Rolling Mills, Cement Plant, the New Ferro-Silicon Plant, Strip and Rod Mill. The targets in the last " two cases have been fixed low provisionally and are subject to revision on adjustment of the Plants to Capacity "

8. In working out the details, the main principle kept in view is that any scheme of production bonus that may be introduced must work as an incentive to higher production above the fixed output; and that the total cost of product, after payment of bonus should not be increased appreciably. The increase in cost due to payment of bonus will be more than offset by the reduction in unit costs under wages and salaries and fixed charges.

9. It is not considered practicable to group all other departments as maintenance and service departments, as the Electric Furnace, Steel and General Foundries, Machine Shop, Structural Shop do a considerable amount of work on sale of products. We, therefore, consider it advisable to treat these departments as semi-production departments, entitling the employees of these departments to 75 per cent of the average percentages of bonus proposed for all the Production Departments pooled

together while in the case of purely service and maintenance departments like Electricity and Water Supply, Yard Laboratory, Inspection, etc., the ton percentage of bonus might be 50 per cent.

10. The case of staff in the Materials Division, Mines and Transport Departments was also considered. Although, a scheme of incentive other than what is generally applied to the Production Departments, is desirable, we recommend that the scheme now recommended to the Service Departments of the Works be applied to these departments also, namely 50 per cent of what is applicable to the Production Departments.

The Laboratory (both the Main Laboratory and the Cement Plant Laboratory), Drawing Office and the Inspection Office, Central Stores including Stationery and the Rolling Mills Stock-yard and Shipping may also be treated as Service Departments and the rate of bonus recommended made applicable accordingly.

During the 1st month after introduction of the scheme the production that will count for production bonus will be the production of that month. From the second month and onwards until close of the first year the average monthly production from commencement up to and inclusive of the production of the month for which the production bonus is payable. After completion of the first year, the production that will count for production bonus will be the average production of the month *plus* those of eleven previous months. In calculating the average, any periods of abnormality to be excluded and the production of a corresponding preceding period to be taken to account.

The standard weight of O.K. production in the Rolling Mills and standard weight of production of P. Class in the Pipe Foundry and the production of Cement in the Cement Plant will be reckoned for calculating production bonus.

The bonus is payable to all Staff from Superintendents and below.

Regarding application of Production Bonus Scheme to Administration Accounts, Management, Sales, Town, Hospital and Watch and Ward, it is proposed to review the position after the scheme is tried for some time in the case of departments already proposed.

It may be seen from the statements showing the total amounts to be paid as bonus and the net savings after payment of bonus to Production and Service Departments, the overall anticipated savings vary from Rs. 5,618 to Rs. 42,559 per month for the different percentage of bonus from 12 per cent up to the maximum amount of 20 per cent.

We recommend that the scheme of bonus be sanctioned from 1st April 1952. We also recommend that the scheme of bonus proposed for sanction and the basis for payment should be for a temporary period of 2 years in the first instance. The position can be reviewed later and any revision or modification effected.

A proposal put forward by Sri T. Krishnappa proposing some incentive to the Gas Producing Section of the Open Hearth Department was referred to the Production Bonus Committee. Such special incentives to individual section in departments can be satisfactorily dealt with only by making elaborate time studies by an independent agency. In view of our proposal to sanction a plant-wide scheme of bonus based on production, we do not consider it desirable to examine this scheme.

A scheme of good attendance bonus is in force in Tata Iron and Steel Company fixing a certain percentage of the basic wage for the daily-rated staff and a reduced percentage to monthly rated employees drawing Rs. 150 and below. The Committee has examined this question and recommend that a scheme of good attendance bonus be introduced providing for a bonus of 5 per cent of basic wages for the daily-rated employees who are not absent on leave on loss of pay on any day during the month. In the case of monthly rated employees, we propose that this scheme should be restricted to I Division Clerks and below in Offices and Foreman and below in Factory. Such employees will be entitled to attendance bonus of 5 per cent of their basic salary if they are not absent for more than one day on leave with pay per month.

D. V. KRISHNA RAO,
General Manager.

B. A. NARAYANA MURTHI,
Works Manager (Dev.).

D. H. VEERIAH,
Chief Accounts Officer.

THE MYSORE IRON AND STEEL WORKS, BHADRAVATI.

Blast Furnace (1.)

If the production be Tons.	Cost per Ton O. H. 24,000 Depn. 7,373 — 31,373	Reduction in cost per Ton.	Cost per ton Salary and wages being Rs. 13,000 per month	Basic Salary Wages per month Rs. 8,710	Percentage of Bonus	Bonus Amount	Extra cost per Ton	Maximum amount that will be available for service departments without affecting costs (Columns 3—8 × Col. 1).
1	2	3	4	5	6	7	8	9
2,150	14·50	1·18	6·04	...	12	1,045	0·49	1,484
2,200	14·20	1·48	5·91	...	14	1,219	0·55	2,046
2,225	14·10	1·58	5·84	...	16	1,394	0·62	2,136
2,250	13·90	1·78	5·80	...	18	1,568	0·70	2,430
2,275	13·70	1·98	5·71	...	20	1,742	0·77	2,753

Pipe Foundry (2).

If the production be Tons.	Cost per ton C. H. 17,000 Depn. 4,714 — 28,714—1	Reduction in cost per Ton.	Cost per ton salary and wages being Rs. 22,000 per month	Basic salary wages per month Rs. 13,300.	Percentage of Bonus	Bonus amount	Extra cost per Ton	Maximum amount that will be available for service departments without affecting costs (Columns 3—8× Col. 1).
1	2	3	4	5	6	7	8	9
						Rs.		
700	41·0	4·9	31·4	...	12	1,596	2·3	1,820
725	39·6	6·3	30·3	...	14	1,862	2·6	2,682
740	38·8	7·1	29·7	...	16	2,128	2·9	3,108
755	38·0	7·9	29·0	...	18	2,394	3·1	3,624
770	37·3	8·6	28·5	...	20	2,660	3·4	4,004

Open Hearth (3).

If the production be Tons.	Cost per Ton. C. H. 37,000 Depn. 8,395 — 45,395—1	Reduction in cost per Ton.	Cost per ton salary and wages being Rs. 25,000 per month	Basic salary wages per month Rs. 15,250.	Percentage of Bonus	Bonus amount	Extra cost per Ton	Maximum amount that will be available for distribution to service departments without affecting costs (Col. 3—8×Col. 1).
1	2	3	4	5	6	7	8	9
2,350	19·3	2·30	10·6	...	12	1,830	0·78	3,572
2,375	19·1	2·50	10·5	...	13	1,983	0·83	3,966
2,400	18·9	2·70	10·4	...	14	2,135	0·89	4,314
2,425	18·7	2·90	10·3	...	15	2,288	0·94	4,753
2,450	8·5	3·10	10·2	....	16	2,440	1·00	5,115
2,475	18·3	3·30	10·1	...	18	2,745	1·10	5,445
2,500	18·00	3·60	10·0	...	20	3,050	1·20	6,000

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Rolling Mills (4).

If the production be Tons.	Cost per Ton. O. H. 13,000 Depn. 11,624 / 24,624	Reduction in cost per ton.	Cost per ton salary and wages being Rs. 2,800 P.M.	Basic salary and wages per month Rs. 16,800	Percentage of Bonus	Bonus amount	Extra cost per Ton	Maximum amount available for distribution to service departments without affecting costs (Cols. 3—8 × Col. 1).
1	2	3	4	5	6	7	8	9
2,200	11·2	1·1	12·70	...	12	2,016	0·91	418
2,225	11·0	1·3	12·60	...	14	2,352	1·05	556
2,250	10·9	1·4	12·40	...	16	2,688	1·19	473
2,275	10·8	1·5	12·30	...	18	3,024	1·30	455
2,300	10·7	1·6	12·20	...	20	3,360	1·46	322

Strips and Rods Mill :—"Strips" (5)

Production	Cost per ton O.H. 9,496 Depn. 15,021 / 24,517	Reduction in cost per Ton.	Cost per ton, salary and wages being Rs. 15,000.	Basic Wages Rs. 8,000.	Percentage of Bonus.	Bonus Amount.	Extra cost per ton.	Savings (Cols. 3—8 × Col. 1.)
1	2	3	4	5	6	7	8	9
500	49·03	...	30·00	...	...	...	...	...
550	44·57	4·46	27·27	...	12	960	1·74	1,496
575	42·63	6·40	26·08	...	13	1,040	1·80	2,645
600	40·86	8·17	25·00	...	14	1,120	1·86	3,786
625	39·22	9·11	24·00	...	15	1,200	1·92	4,931
650	37·73	11·30	23·07	...	16	1,280	1·97	6,064
675	36·31	12·72	22·22	...	17	1,360	2·01	7,229
700	35·02	14·01	21·42	...	18	1,440	2·05	8,372
725	33·81	15·22	20·68	...	19	1,520	2·09	9,519
750	32·68	16·35	20·00	...	20	1,600	23·13	10,665

Strips and Rods Mill—(6) Rods.

Production	Cost per Ton O.H. 9,496 Depn. 15,021 / 24,517	Reduction in cost per Ton.	Cost per ton salary and wages being Rs 15,000.	Basic wages Rs. 8,000.	Percentage of Bonus.	Bonus Amount	Extra cost per Ton.	Savings (Col. 3—8× Col. 1.)
1	2	3	4	5	6	7	8	9
600	40·86	...	25·00	...	...	...	...	...
650	37·71	3·15	23·07	...	12	960	1·47	1,092
700	35·02	5·84	21·42	...	13	1,040	1·48	3,052
750	32·68	8·18	20·00	...	14	1,120	1·49	5,017
775	31·62	9·23	19·35	...	15	1,200	1·54	5,960
800	30·64	10·22	18·75	...	16	1,280	1·60	6,896
825	29·71	11·15	18·17	...	17	1,360	1·64	7,846
850	28·84	12·02	17·64	...	18	1,440	1·69	8,781
875	28·01	12·85	17·13	...	19	1,520	1·73	9,730
900	27·24	13·62	16·66	...	20	1,600	1·77	10,665

The target in this case has been fixed low provisionally and is subject to revision on adjustment of the Plant to capacity.

"Ferro Silicon" (7)

Production	Cost per Ton O.H 7,905 Depn. 14,664 — 22,569	Reduction in cost per Ton.	Cost per Ton salary and wages being Rs. 10,500.	Basic salary and wages. 6,050.	Percentage of Bonus.	Bonus Amount.	Extra cost per Ton.	Savings (Col. 3—8× Col. 1.)
1	2	3	4	5	6	7	8	9
								Rs.
275	82·07	...	38·18	...	...	...	...	...
300	75·23	6·84	35·00	...	12	726	2·42	1,326
325	69·44	12·63	32·30	...	13	787	2·42	3,318
350	64·48	17·59	30·00	...	14	847	2·42	5,310
375	60·18	21·89	28·00	...	15	908	2·42	7,301
390	57·86	24·21	26·92	...	16	968	2·48	8,474
405	55·72	26·35	25·92	...	17	1,029	2·54	9,643
420	53·73	28·34	25·00	...	18	1,089	2·59	10,815
435	51·88	30·19	24·19	...	19	1,150	2·64	11,984
450	50·15	31·92	23·33	...	20	1,210	2·70	13,149

The target in this case has been fixed low provisionally and is subject to revision on adjustment of the Plant to capacity.

Cement (8)

Production	Cost per ton O.H. 23,716 Depn. 56,603 — 80,319	Reduction in cost per Ton.	Cost per Ton Total salary and wages Rs. 12,500.	Basic salary wages per month. Rs. 8,100.	Percentage of Bonus.	Bonus Amount.	Extra cost per Ton.	Savings Col. 3—8× Col. 1.)
1	2	3	4	5	6	7	8	9
6,500	12·35	...	1·92	...	...	...	...	...
6,700	11·98	0·37	1·86	...	12	972	0·14	1,541
6,900	11·64	0·71	1·81	...	13	1,053	0·15	3,864
7,100	11·31	1·04	1·76	...	14	1,134	0·15	6,319
7,300	11·00	1·35	1·71	...	15	1,215	0·16	8,687
7,500	10·70	1·65	1·66	...	16	1,296	0·17	11,100
7,600	10·56	1·79	1·64	...	17	1,377	0·18	12,236
7,700	10·43	1·92	1·62	...	18	1,458	0·18	13,398
7,800	10·29	2·06	1·60	...	19	1,539	0·19	14,586
7,900	10·16	2·19	1·59	...	20	1,620	0·20	15,721

The target in this case has been fixed low provisionally and is subject to revision on adjustment of the Plant to capacity.

ABSTRACT.

THE MYSORE IRON AND STEEL WORKS, BHADRAVATI.

Percentage	Department	Bonus to salaried staff	Bonus to daily-rated staff	Total	Savings available for distribution to service departments
1	2	3	4	5	6
	1. Production Department.	Rs.	Rs.	Rs.	Rs.
12	Blast Furnace ...	166	879	1,045	1,484
	Pipe Foundry ...	152	1,444	1,596	1,820
	Open Hearth ...	161	1,669	1,830	3,572
	Rolling Mills ...	319	1,697	2,016	412
	Strip Mills ...	...	960	960	1,496
	Ferro Silicon ...	102	624	726	1,326
	Cement Plant ...	360	612	972	1,541
	Total ...	1,260	7,885	9,145	11,657
	2. Service Departments.				
9	Steel Foundry and II Machine Shop.	132	917	1,049	...
9	Machine Shop ...	150	682	832	...
9	General Foundry ...	78	762	840	...
6	Yard Department ...	10	146	156	...
6	Boilers	28	77	105	...
9	Brick Plant	30	762	792	...
6	Electrical and Water Supply	126	138	264	...
9	Structural Shop ...	...	864	864	...
	Total ...	554	4,348	4,902	...
6	Tramways	312	152	464	...
6	Mines	217	...	217	...
6	Lorry	117	...	117	...
6	Laboratory	102	...	102	...
6	Development of Mines ...	117	...	117	...
6	Stores	53	32	85	...
6	Shipping	33	2	35	...
	Total ...	1,505	4,534	6,039	...
	1. Production Departments				
14	Blast Furnace ...	193	1,026	1,219	2,046
	Pipe Foundry ...	178	1,684	1,862	2,682
	Open Hearth	187	1,948	2,135	4,344
	Rolling Mills	372	1,980	2,352	556
	Strip Mills	...	1,120	1,120	3,786
	Ferro Silicon	119	728	847	5,310
	Cement Plant	420	714	1,134	6,319
	Total ...	1,469	9,200	10,669	25,043
	2. Service Departments.				
10½	Steel Foundry and II Machine Shop.	154	1,070	1,224	...
10½	Machine Shop ...	175	796	971	...
10½	General Foundry ...	87	889	976	...
7	Yard Department ...	12	170	182	...
7	Boilers	32	90	122	...
10½	Brick Plant	35	889	924	...
7	Electrical and Water Supply Department.	147	161	308	...
10½	Structural Shop ...	...	1,008	1,008	...
	Total ...	642	5,073	5,715	...

Nett savings Rs. 11,657—6,039=5,618.

Percentage	Department	Bonus to salaried staff	Bonus to daily-rated staff	Total	Savings available for distribution to service departments
1	2	3	4	5	6
		Rs.	Rs.	Rs.	Rs.
7	Tramways	364	178	542	...
7	Mines	242	...	242	...
7	Lorry	137	...	137	...
7	Laboratory	119	...	119	...
7	Drawing Office ...	137	...	137	...
7	Stores	61	37	98	...
7	Shipping	46	2	48	...
	Total ...	1,748	5,290	7,038	...
	1. Production Departments.				
16	Blast Furnace ...	221	1,173	1,394	2,136
	Pipe Foundry ...	203	1,925	2,128	3,108
	Open Hearth	214	2,226	2,440	5,145
	Rolling Mills	425	2,263	2,688	473
	Strip Mills	...	1,280	1,280	6,064
	Ferro Silicon	136	832	968	8,474
	Cement Plant	480	816	1,296	11,100
	Total ...	1,679	10,515	12,194	36,500
	2. Service Departments.				
12	Steel Foundry and II Machine Shop.	175	1,222	1,398	...
12	Machine Shop	200	910	1,110	...
12	General Foundry ...	100	1,016	1,116	...
8	Yard Department ...	13	195	208	...
8	Boilers	37	103	140	...
12	Brick Plant	40	1,016	1,056	...
8	Electrical and Water Supply Department.	168	184	352	...
12	Structural Shop ...	...	1,152	1,152	...
	Total ...	733	5,799	6,532	...
8	Tramways	416	203	619	...
8	Mines	276	...	276	...
8	Lorry	156	...	156	...
8	Laboratory	126	...	126	...
8	Central Stores	70	43	113	...
8	Drawing Office ...	156	...	156	...
8	Shipping	53	2	55	...
	Total ...	1,986	6,047	8,033	...
	1. Production Departments.				
18	Blast Furnace ...	248	1,320	1,568	2,430
	Pipe Foundry ...	229	2,165	2,394	3,624
	Open Hearth ...	241	2,504	2,745	5,445
	Rolling Mills ...	439	2,585	3,024	455
	Strip Mills	...	1,440	1,440	8,372
	Ferro Silicon	153	936	1,089	10,815
	Cement Plant	540	918	1,458	13,398
	Total ...	1,850	11,868	13,718	44,539

* Nett savings Rs. 36,500—8,033 = 28,467.

Percentage	Department	Bonus to salaried staff	Bonus to daily-rated staff	Total	Savings available for distribution to service departments
1	2	3	4	5	6
	2. Service Departments.	Rs.	Rs.	Rs.	
13½	Steel Foundry and II Machine Shop.	197	1,375	1,572	...
13½	Machine Shop ...	225	1,023	1,248	...
13½	General Foundry ...	113	1,142	1,255	...
9	Yard Department ...	15	219	234	...
9	Boilers	42	116	158	...
13½	Brick Plant	45	1,143	1,188	...
9	Electrical and Water Supply Department.	189	207	396	...
13½	Structural Shop ...	...	146	1,296	...
	Total ...	826	6,521	7,347	...
9	Tramways	468	229	697	...
9	Mines	311	...	311	...
9	Lorry	176	...	176	...
9	Laboratory	153	...	153	...
9	Central Stores	79	48	127	...
9	Drawing Office ...	176	...	176	...
9	Shipping	59	2	61	...
	Total ...	2,248	6,800	9,048	...
	1. Production Departments.				
20	Blast Furnace ...	276	1,466	1,742	2,753
...	Pipe Foundry ...	254	2,406	2,660	4,004
...	Open Hearth ...	268	2 782	3,050	6,000
...	Rolling Mills ...	532	2,828	3,360	322
...	Strip Mill	...	1,600	1,600	10,665
...	Ferro Alloys	170	1,040	1,210	13,149
...	Cement Plant	600	1,020	1,620	15,721
	Total ...	2,100	13,142	15,242	52,614
	2. *Service Departments.*				
15	Steel Foundry and II Machine Shop.	219	1,528	1,747	...
15	Machine Shop ...	251	1,137	1,388	...
15	General Foundry ...	125	1,270	1,395	...
10	Yard Department ...	17	244	261	...
10	Boilers	46	129	175	...
15	Brick Plant	50	1,270	1,320	...
10	Electrical and Water Supply Department.	210	230	440	...
15	Structural Shop ...	...	1,440	1,440	...
	Total ...	918	7,248	8,166	...
10	Tramways	520	254	774	...
10	Mines	345	...	345	..
10	Lorry	195	..	195	...
10	Laboratory	170	..	170	...
10	Drawing Office ...	195	...	195	...
10	Stores	88	53	141	...
10	Shipping	66	3	69	...
	Total ...	2,497	7,558	10,055	...

Nett savings Rs. 44,539—9,048= 35,491.
Nett savings Rs. 52,614—10,055= 42,559.

THE MYSORE IRON AND STEEL WORKS, BHADRAVATI.

Basic Salary and Wages.

... .	Salaries	Wages	Total
	Rs.	Rs.	Rs.
Blast Furnace	1,380	7,330	8,710
Pipe Foundry	1,270	12,030	13,300
Open Hearth	1,339	13,911	15,250
Rolling Mills	2,659	14,141	16,800
Ferro-Silicon	850	5,200	6,050
Cement	3,000	5,100	8,100
Strip and Rod Mill	...	8,000	8,000
Steel Foundry and II Machine Shop ...	...	7,838	9,330
	1,462	2,350	2,350
Machine Shop	1,670	7,580	9,250
General Foundry	835	8,465	9,300
Yard Department	165	2,435	2,600
Boilers	464	1,286	1,750
Brick Plant	334	8,466	8,800
Electrical and Water Supply ...	2,100	2,300	4,400
Structural Shop	...	9,600	9,600
Tramways	2,210 } 5,197	2,540	4,750 }
	... 2,987 }		2,987 }
Stores ...	876	533	1,409
Mines	3,450	...	3,450
Shipping	660	25	685
Lorry	1,950	...	1,950
Laboratory	1,700	....	1,700
Drawing Office	1,950	...	1,950
Administration	9,600	...	9,600

EDUCATION SECRETARIAT

Accords sanction to the appointment of eight candidates as Educational Probationers.

READ—

Government Order No. E. 4650-52—Edn. 106-50-3, dated 31st August 1951, according sanction, among others, to the selection of six Educational Probationers and requesting the Public Service Commissioner to call for applications and select candidates and send up a report to Government.

2. Letter No. 11109 of 51-52—P.S.C., dated 18th March 1952, from the Secretary, Public Service Commission, Bangalore, stating that the Commission has selected the undermentioned six candidates arranged in the order of preference as being most suitable and recommends that they may be appointed as Probationers in the Education Department and that in case more Probationers are proposed to be taken, the Commission recommends for consideration the cases of two more candidates, *viz.*, Sri K. P. Surendranath, B.A. (Hons.) and Sri N. Nanjundaswamy, B.A. (Hons.), B.T.

Sriyuths—

1 S. Manchiah, B.A. (Hons.).
2 M. C. Muniswamy, B.Sc.
3 S. Halappa, M.A.
4 K. Mallappa, M.A., B.Com.
5 J. M. Thimmaraya Setty, B.Sc., B.L.
6 T. Ramiah, B.Com.

ORDER No. E. 5626-28—EDN. 106-50-9, DATED BANGALORE, THE 24TH JULY 1952.

Sanction is accorded to the appointment of the following eight candidates as Probationers in the Education Department :—

Sriyuths—

1 S. Manchiah, B.A. (Hons.).
2 M. C. Muniswamy, B.Sc.
3 S. Halappa, M.A.